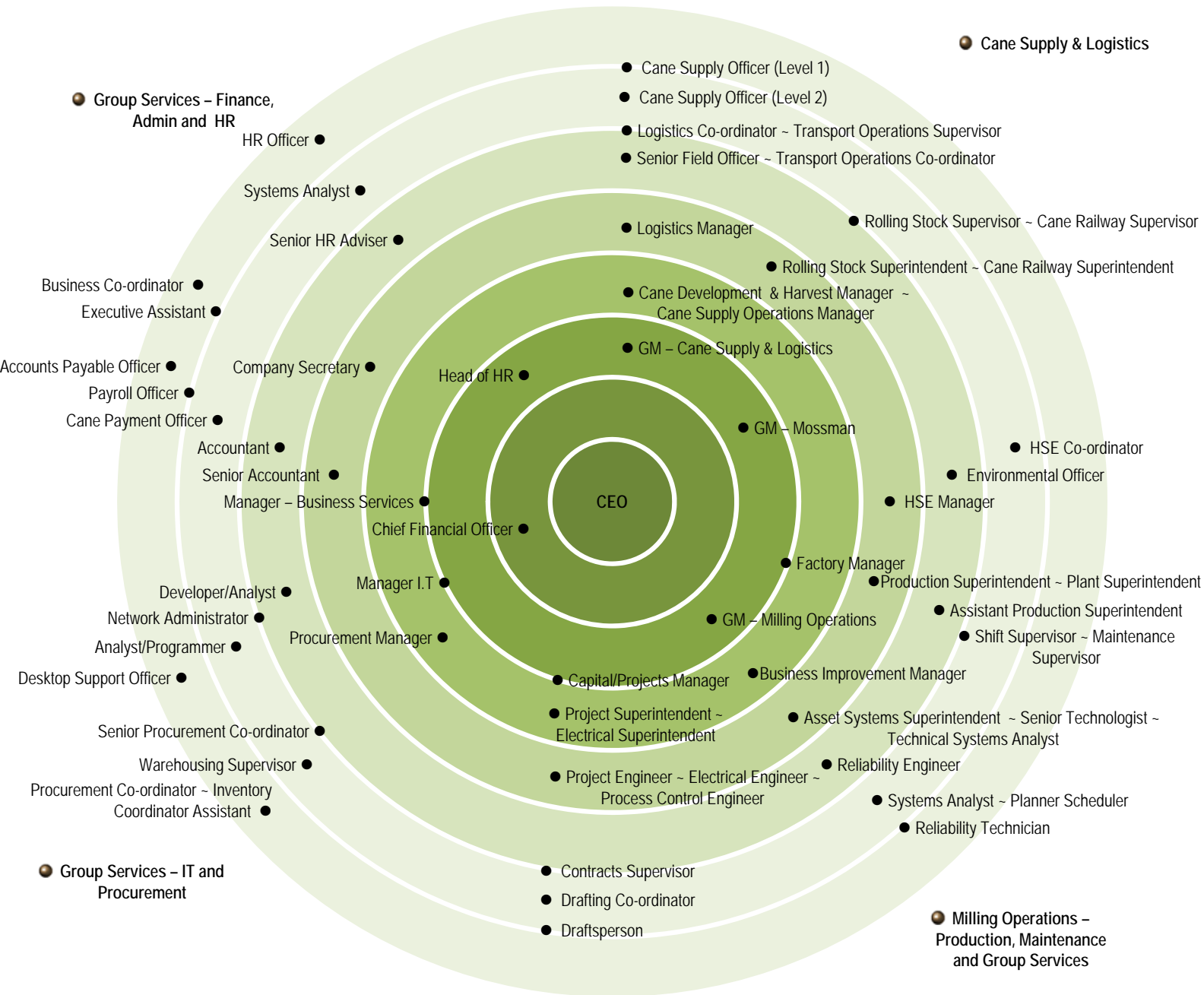


At Mackay Sugar, we recognise that each employee plays an important part in the success of our business. Employees may have opportunities to grow their skills and knowledge with access to various training opportunities and skills development to **aim** for their chosen career goal.



- Mackay Sugar uses the 'Hay' method to conduct job evaluations for salaried positions to ensure standardisation of job levels based on the factors of Accountability – the degree of scope and impact to which the job can affect the end results of the organisation or Business Unit, Know-How – the total of knowledge and skills needed for fully competent job performance and Problem Solving – the use of Know-How conceptually, analytically and productively to identify, delineate and resolve problems. The weighting of each of these factors is driven by the size and nature of the job.
- Appointments to more senior technical roles will have a mix of technical skills development and leadership skills development. The mix of skills development will be dependent upon the tasks and functions of the role.
- Employees seeking a leadership role will need to be prepared for an assessment of their leadership skills using the Lominger Competencies framework. Once those assessments are complete employees will be required to undertake an individual development plan relating to the gaps identified in the assessment. All employees, from entry level employees through to Senior Managers, are supported with on-the-job training and development
- Employees appointed to a leadership position, or to be leader of people at any level in the Company, have access to Leadership coaching and professional development programs
- Employees who wish to undertake further education using their own efforts (e.g. – Diplomas, Advanced Diploma, Bachelor Degree or higher studies) with support from the Company will be considered in accordance with the Employee Education Assistance procedure

This is a possible career path framework, dependant on skills and contingent on opportunities (refer to the Employee Education Assistance procedure and any other relevant procedures).

For more information on how to grow a career with us, speak with your Manager or contact our HR team.